
Virginia's Assisted Living Facility Administrator Workforce: 2016

Healthcare Workforce Data Center

May 2016

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495 Assisted Living Facility Administrators voluntarily participated in this survey. Without their efforts the work of the center would not be possible. The Department of Health Professions, the Healthcare Workforce Data Center, and the Board of Long-Term Care Administrators express our sincerest appreciation for your ongoing cooperation.

Thank You!

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The Assisted Living Facility Administrator Workforce: At a Glance:

The Workforce

Licensees:	643
Virginia's Workforce:	614
FTEs:	712

Background

Rural Childhood:	46%
HS Degree in VA:	60%
Prof. Degree in VA:	92%

Current Employment

Employed in Prof.:	91%
Hold 1 Full-time Job:	87%
Satisfied?:	95%

Survey Response Rate

All Licensees:	77%
Renewing Practitioners:	89%

Highest Prof. Degree

Admin-in-Training:	28%
Baccalaureate:	15%

Job Turnover

Switched Jobs:	7%
Employed over 2 yrs:	67%

Demographics

Female:	83%
Diversity Index:	40%
Median Age:	52

Finances

Median Income:	\$60k-\$70k
Vacation:	78%
Retirement:	47%

Time Allocation

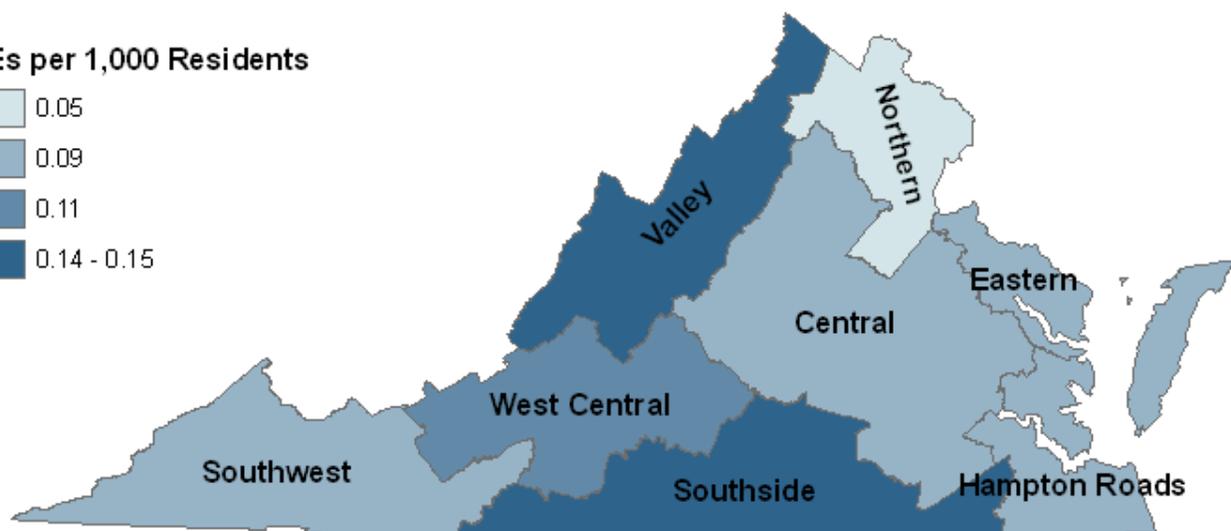
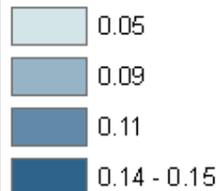
Administration:	40%-49%
Supervisory:	20%-29%
Patient Care:	10%-19%

Source: Va. Healthcare Workforce Data Center

Full Time Equivalency Units per 1,000 Residents by Council on Virginia's Future Region

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2014
Source: U.S. Census Bureau, Population Division



495 Assisted Living Facility Administrators (ALFAs) voluntarily took part in the 2016 Assisted Living Facility Administrator Workforce Survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place every March for ALFAs. These survey respondents represent 77% of the 643 ALFAs who are licensed in the state and 89% of renewing practitioners.

The HWDC estimates that 614 ALFAs participated in Virginia's workforce during the survey period, which is defined as those who worked at least a portion of the year in the state or who live in the state and intend to return to work as an ALFA at some point in the future. Between April 2015 and March 2016, Virginia's ALFA workforce provided 712 "full-time equivalency units", which the HWDC defines simply as working 2,000 hours a year (or 40 hours per week for 50 weeks with 2 weeks off).

83% of ALFAs are female, including 86% of those ALFAs who are under the age of 40. In a random encounter between two ALFAs, there is a 40% chance that they would be of different races or ethnicities, a measure known as the diversity index. This makes Virginia's ALFA workforce less diverse than the state's overall population, which currently has a diversity index of 55%.

46% of all ALFAs grew up in a rural area, and 29% of these professionals currently work in non-Metro areas of the state. Overall, 20% of Virginia's ALFAs work in rural areas of the state. In addition, 93% of Virginia's ALFA workforce has some educational background in the state, including 58% who received both their high school and initial professional degrees in the state.

28% of Virginia's ALFAs hold an Administrator-in-Training certificate as their highest professional degree, while another 15% have earned a bachelor's degree. 46% of all ALFAs in the state hold the title of Administrator at their primary work location, while another 23% hold the title of Executive Director.

91% of Virginia's ALFAs are currently employed in the profession, and just 1% are involuntarily unemployed. 87% of Virginia's ALFA workforce holds one full-time job. Nearly half of all ALFAs work between 40 and 49 hours per week, while 15% work at least 60 hours per week.

The median annual income for ALFAs is between \$60,000 and \$70,000. In addition, 82% of ALFAs receive at least one employer-sponsored benefit, including 47% who have access to some form of a retirement plan. 95% of ALFAs indicate they are satisfied with their current employment situation, including 71% who indicate they are "very satisfied".

While 7% of Virginia's ALFA have switched jobs in the past year, two-thirds of all ALFAs have remained at the same primary work location for at least two years. 83% of all ALFAs work at a for-profit establishment, and assisted living facilities were by far the most common primary establishment type, employing 72% of Virginia's ALFA workforce.

A typical ALFA spends nearly half of her time on administrative tasks, and 32% of all ALFAs serve an administrative role, meaning that at least 60% of their time is spent on administrative activities. In addition, the typical ALFA spends approximately one-quarter of her time performing supervisory tasks and 15% of her time treating patients. On average, the typical ALFA is responsible for between 50 and 74 patients at her primary work location.

32% of ALFAs expect to retire by the age of 65. One-third of Virginia's ALFA workforce expects to retire in the next ten years, while half the current workforce expects to retire by 2036. Over the next two years, 12% of all ALFAs expect to pursue additional educational opportunities, while 11% plan to begin accepting administrators-in-training.

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	531	83%
New Licensees	49	8%
Non-Renewals	63	10%
All Licensees	643	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. 89% of renewing ALFAs submitted a survey. These respondents represent 77% of all ALFAs who held a license at some point in the past year.

Response Rates			
Statistic	Non Respondents	Respondent	Response Rate
By Age			
Under 30	3	13	81%
30 to 34	11	29	73%
35 to 39	11	41	79%
40 to 44	22	58	73%
45 to 49	15	67	82%
50 to 54	18	70	80%
55 to 59	20	92	82%
60 and Over	48	125	72%
Total	148	495	77%
New Licenses			
Issued in Past Year	26	23	47%
Metro Status			
Non-Metro	26	88	77%
Metro	108	381	78%
Not in Virginia	14	26	65%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Administrators

Number: 643
 New: 8%
 Not Renewed: 10%

Response Rates

All Licensees: 77%
 Renewing Practitioners: 89%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	495
Response Rate, all licensees	77%
Response Rate, Renewals	89%

Source: Va. Healthcare Workforce Data Center

Definitions

- The Survey Period:** The survey was conducted in March 2016.
- Target Population:** All ALFAs who held a Virginia license at some point between April 2015 and March 2016.
- Survey Population:** The survey was available to ALFAs who renewed their licenses online. It was not available to those who did not renew, including some ALFAs newly licensed in the past year.

At a Glance:

Workforce

ALFA Workforce: 614
 FTEs: 712

Utilization Ratios

Licensees in VA Workforce: 95%
 Licensees per FTE: 0.90
 Workers per FTE: 0.86

Source: Va. Healthcare Workforce Data Center

Virginia's ALFA Workforce		
Status	#	%
Worked in Virginia in Past Year	609	99%
Looking for Work in Virginia	5	1%
Virginia's Workforce	614	100%
Total FTEs	712	
Licensees	643	

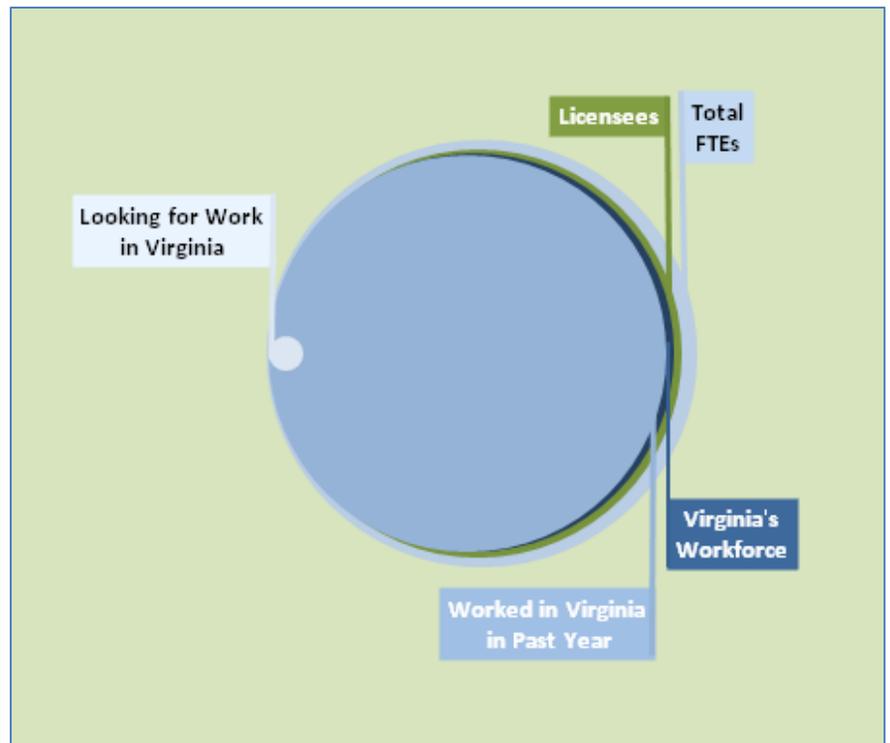
Source: Va. Healthcare Workforce Data Center

Definitions

- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time in the past year or who indicated intent to return to Virginia's workforce at any point in the future.
- 2. Full Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline measure for FTEs.
- 3. Licensees in VA Workforce:** The proportion of licensees in Virginia's Workforce.
- 4. Licensees per FTE:** An indication of the number of licensees needed to create 1 FTE. Higher numbers indicate lower licensee participation.
- 5. Workers per FTE:** An indication of the number of workers in Virginia's workforce needed to create 1 FTE. Higher numbers indicate lower utilization of available workers.

This report uses weighting to estimate the figures in this report. Unless otherwise noted, figures refer to the Virginia Workforce only. For more information on HWDC's methodology visit:

www.dhp.virginia.gov/hwdc



Source: Va. Healthcare Workforce Data Center

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	2	25%	7	75%	10	2%
30 to 34	4	11%	32	89%	36	7%
35 to 39	5	12%	38	88%	44	8%
40 to 44	10	15%	53	85%	63	12%
45 to 49	17	23%	56	77%	73	14%
50 to 54	13	17%	62	83%	75	14%
55 to 59	11	11%	87	89%	97	18%
60 +	28	20%	109	80%	137	26%
Total	89	17%	445	83%	534	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	ALFAs		ALFAs Under 40	
	%	#	%	#	%
White	63%	401	75%	68	76%
Black	19%	100	19%	14	16%
Asian	6%	17	3%	3	3%
Other Race	0%	5	1%	1	1%
Two or more races	2%	6	1%	1	1%
Hispanic	9%	6	1%	2	2%
Total	100%	535	100%	89	100%

* Population data in this chart is from the US Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2014.

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

% Female: 83%
% Under 40 Female: 86%

Age

Median Age: 52
% Under 40: 17%
% 55+: 44%

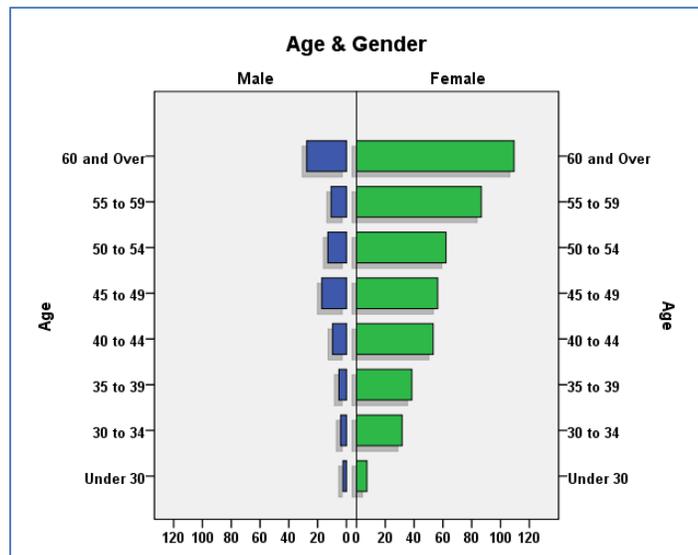
Diversity

Diversity Index: 40%
Under 40 Div. Index: 39%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two ALFAs, there is a 40% chance they would be of a different race/ethnicity (a measure known as the Diversity Index). For Virginia's population as a whole, the comparable number is 55%.

17% of all ALFAs are under the age of 40, and 86% of these professionals are female. In addition, there is a 39% chance that two randomly chosen ALFAs from this age group would be of a different race or ethnicity.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 18%
Rural Childhood: 46%

Virginia Background

HS in Virginia: 60%
Prof. in VA: 92%
HS or Prof. in VA: 93%

Location Choice

% Rural to Non-Metro: 29%
% Urban/Suburban to Non-Metro: 12%

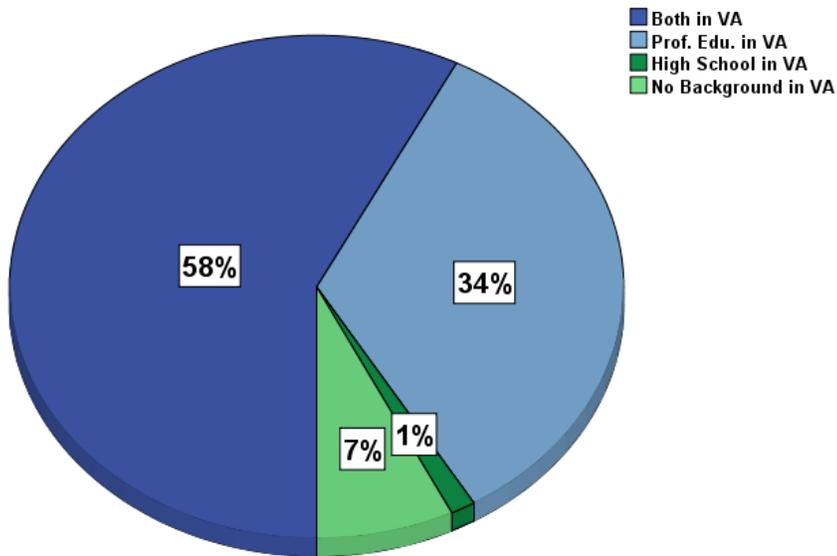
Source: Va. Healthcare Workforce Data Center

A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
Metro Counties				
1	Metro, 1 million+	33%	47%	21%
2	Metro, 250,000 to 1 million	63%	18%	18%
3	Metro, 250,000 or less	64%	32%	5%
Non-Metro Counties				
4	Urban pop 20,000+, Metro adj	61%	22%	17%
6	Urban pop, 2,500-19,999, Metro adj	69%	19%	12%
7	Urban pop, 2,500-19,999, nonadj	81%	14%	5%
8	Rural, Metro adj	58%	33%	8%
9	Rural, nonadj	50%	0%	50%
Overall		46%	36%	18%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



46% of all ALFAs grew up in a rural area, and 29% of these professionals currently work in non-Metro areas of the state. Overall, 20% of ALFAs currently work in rural areas of the state.

Source: Va. Healthcare Workforce Data Center

Top Ten States for Assisted Living Facility Administrator Recruitment

Rank	All Assisted Living Facility Administrators			
	High School	#	Init. Prof Degree	#
1	Virginia	316	Virginia	449
2	New York	34	North Carolina	8
3	Outside U.S./Canada	27	New York	7
4	North Carolina	19	Maryland	5
5	Pennsylvania	17	New Jersey	3
6	Maryland	14	Washington	3
7	West Virginia	12	Illinois	3
8	California	9	Tennessee	1
9	New Jersey	9	Georgia	1
10	Illinois	7	Mississippi	1

60% of licensed ALFAs received their high school degree in Virginia, and 92% earned their initial professional degree in the state.

Source: Va. Healthcare Workforce Data Center

Among ALFAs who have been licensed in the past five years, 59% received their high school degree in Virginia, while 89% earned their initial professional degree in the state.

Rank	Licensed in Past Five Years			
	High School	#	Init. Prof Degree	#
1	Virginia	108	Virginia	156
2	North Carolina	11	New York	4
3	New York	9	North Carolina	4
4	Maryland	8	Illinois	3
5	West Virginia	7	Tennessee	1
6	Outside U.S./Canada	6	New Mexico	1
7	Pennsylvania	4	Washington, D.C.	1
8	Illinois	4	Oklahoma	1
9	Florida	4	Maryland	1
10	New Jersey	3	Delaware	1

Source: Va. Healthcare Workforce Data Center

5% of licensees were not a part of Virginia's ALFA workforce. 85% of these licensees worked at some point in the past year, including 74% who worked as ALFAs.

At a Glance:

Not in VA Workforce

Total:	29
% of Licensees:	5%
Federal/Military:	0%
Va Border State/DC:	24%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Degree				
Degree	Health Administration		All Degrees	
	#	%	#	%
No Specific Training	100	20%	-	-
Admin-in-Training	142	28%	-	-
High School/GED	-	-	122	23%
Associate	46	9%	111	21%
Bachelors	77	15%	176	34%
Graduate Cert.	10	2%	28	5%
Masters	34	7%	86	16%
Doctorate	0	0%	3	1%
Other	102	20%	-	-
Total	511	100%	524	100%

Source: Va. Healthcare Workforce Data Center

28% of all ALFAs have an Administrator-in-Training certificate as their highest professional education, while 15% have earned a bachelor's degree.

Job Titles				
Title	Primary		Secondary	
	#	%	#	%
Administrator	282	46%	33	5%
Executive Director	139	23%	22	4%
Owner	61	10%	12	2%
Assistant Admin.	32	5%	14	2%
Pres./Exec. Officer	30	5%	5	1%
Other	106	17%	24	4%
At Least One	505	82%	88	14%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Health Administration Education

Admin-in-Training: 28%
 Bachelor's Degree: 15%
 Associate Degree: 9%

Licenses/Registrations

Nurse (RN or LPN): 21%
 RMA: 13%
 CNA: 2%

Job Titles

Administrator: 46%
 Executive Director: 23%

Source: Va. Healthcare Workforce Data Center

Licenses and Registrations		
License/Registration	#	%
Nurse (RN or LPN)	129	21%
Registered Medication Aide	78	13%
Certified Nursing Assistant	13	2%
Nursing Home Administrator	7	1%
Physical Therapist	1	0%
Respiratory Therapist	1	0%
Other	50	8%
At Least One	241	39%

Source: Va. Healthcare Workforce Data Center

46% of Virginia's ALFA workforce held the title of Administrator at their primary work location. Another 23% held the title of Executive Director.

At a Glance:

Employment

Employed in Profession: 91%
Involuntarily Unemployed: 1%

Positions Held

1 Full-time: 87%
2 or More Positions: 8%

Weekly Hours:

40 to 49: 49%
60 or more: 15%
Less than 30: 0%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	0	0%
Employed in a capacity related to long-term care	479	91%
Employed, NOT in a capacity related to long-term care	31	6%
Not working, reason unknown	0	0%
Involuntarily unemployed	4	1%
Voluntarily unemployed	6	1%
Retired	7	1%
Total	527	100%

Source: Va. Healthcare Workforce Data Center

91% of licensed ALFAs are currently employed in the profession, and only 1% are involuntarily unemployed. In addition, 87% of all ALFAs hold one full-time job, and nearly half work between 40 and 49 hours per week.

Current Positions		
Positions	#	%
No Positions	17	3%
One Part-Time Position	11	2%
Two Part-Time Positions	3	1%
One Full-Time Position	447	87%
One Full-Time Position & One Part-Time Position	19	4%
Two Full-Time Positions	8	2%
More than Two Positions	9	2%
Total	514	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 hours	17	3%
1 to 9 hours	0	0%
10 to 19 hours	1	0%
20 to 29 hours	1	0%
30 to 39 hours	29	6%
40 to 49 hours	254	49%
50 to 59 hours	135	26%
60 to 69 hours	54	10%
70 to 79 hours	8	2%
80 or more hours	16	3%
Total	515	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Hourly Wage	#	%
Volunteer Work Only	0	0%
Less than \$30,000	27	7%
\$30,000-\$39,999	30	7%
\$40,000-\$49,999	57	14%
\$50,000-\$59,999	41	10%
\$60,000-\$69,999	68	16%
\$70,000-\$79,999	61	15%
\$80,000-\$89,999	32	8%
\$90,000-\$99,999	48	12%
\$100,000-\$109,999	25	6%
\$110,000-\$119,999	12	3%
\$120,000 or More	14	3%
Total	415	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings
Median Income: \$60k-\$70k

Benefits
Paid Vacation: 78%
Employer Retirement: 47%

Satisfaction
Satisfied: 95%
Very Satisfied: 71%

Source: Va. Healthcare Workforce Data Center

Employer-Sponsored Benefits		
Benefit	#	%
Paid Vacation	376	78%
Paid Sick Leave	306	64%
Dental Insurance	276	58%
Group Life Insurance	244	51%
Retirement	224	47%
Signing/Retention Bonus	48	10%
At Least One Benefit	391	82%

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

The median income for ALFAs is between \$60,000 and \$70,000 per year. In addition, 82% of ALFAs receive at least one employer-sponsored benefit, including 78% who receive paid vacation time.

95% of ALFAs are satisfied with their job, including 71% who are very satisfied with their current work circumstances.

Job Satisfaction		
Level	#	%
Very Satisfied	367	71%
Somewhat Satisfied	127	25%
Somewhat Dissatisfied	17	3%
Very Dissatisfied	8	2%
Total	519	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Employment Instability in Past Year		
In the past year did you . . . ?	#	%
Experience Involuntary Unemployment?	8	1%
Experience Voluntary Unemployment?	11	2%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	1	0%
Work two or more positions at the same time?	91	15%
Switch employers or practices?	46	7%
Experienced at least 1	149	24%

Source: Va. Healthcare Workforce Data Center

Only 1% of Virginia’s ALFAs experienced involuntary unemployment at some point in the past year. By comparison, Virginia’s average monthly unemployment rate was 4.3% during the past year.¹

At a Glance:

Unemployment Experience 2015

Involuntarily Unemployed: 1%
Underemployed: < 1%

Turnover & Tenure

Switched Jobs: 7%
New Location: 19%
Over 2 years: 67%
Over 2 yrs, 2nd location: 62%

Source: Va. Healthcare Workforce Data Center

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	1	0%	11	12%
Less than 6 Months	41	8%	4	4%
6 Months to 1 Year	43	8%	6	7%
1 to 2 Years	82	16%	14	15%
3 to 5 Years	89	18%	17	19%
6 to 10 Years	71	14%	12	13%
More than 10 Years	180	36%	27	30%
Subtotal	507	100%	91	100%
Did not have location	8		508	
Item Missing	100		15	
Total	614		614	

Source: Va. Healthcare Workforce Data Center

Two-thirds of ALFAs have worked at their primary location for more than 2 years – the job tenure normally required to get a conventional mortgage loan.

¹ As reported by the US Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate ranged from 3.9% in December 2015 to 4.7% in May 2015.

At a Glance:

Concentration

Top Region:	24%
Top 3 Regions:	65%
Lowest Region:	2%

Locations

2 or more (Past Year):	20%
2 or more (Now*):	17%

Source: Va. Healthcare Workforce Data Center

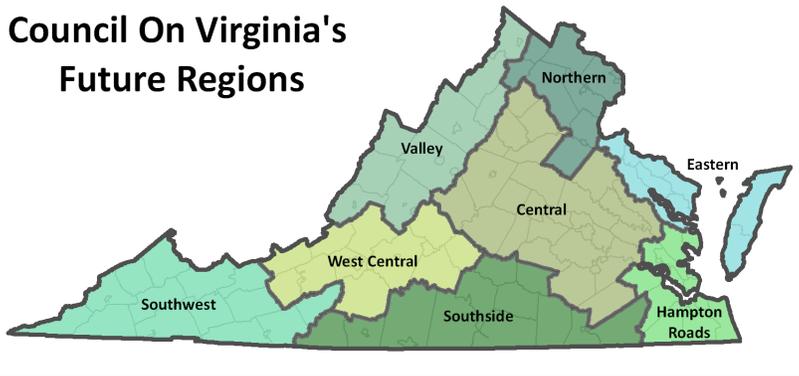
Nearly two-thirds of all ALFAs in the state work in Hampton Roads, Central Virginia, and Northern Virginia.

A Closer Look:

Regional Distribution of Work Locations				
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	109	21%	29	31%
Eastern	9	2%	1	1%
Hampton Roads	120	24%	24	26%
Northern	100	20%	14	15%
Southside	35	7%	5	5%
Southwest	25	5%	3	3%
Valley	51	10%	4	4%
West Central	58	11%	9	10%
Virginia Border State/DC	1	0%	3	3%
Other US State	0	0%	1	1%
Outside of the US	0	0%	0	0%
Total	508	100%	93	100%
Item Missing	98		13	

Source: Va. Healthcare Workforce Data Center

Council On Virginia's Future Regions



17% of ALFAs currently have multiple work locations, while 20% have had multiple work locations over the past 12 months.

Locations	Number of Work Locations			
	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	5	1%	8	2%
1	404	79%	419	82%
2	67	13%	61	12%
3	28	6%	19	4%
4	3	1%	3	1%
5	2	1%	1	0%
6 or More	4	1%	3	1%
Total	513	100%	513	100%

*At the time of survey completion, March 2016.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Location Sector				
Sector	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	403	83%	72	86%
Non-Profit	77	16%	9	11%
State/Local Government	8	2%	3	4%
Veterans Administration	0	0%	0	0%
U.S. Military	0	0%	0	0%
Other Federal Government	0	0%	0	0%
Total	488	100%	84	100%
Did not have location	8		508	
Item Missing	118		22	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

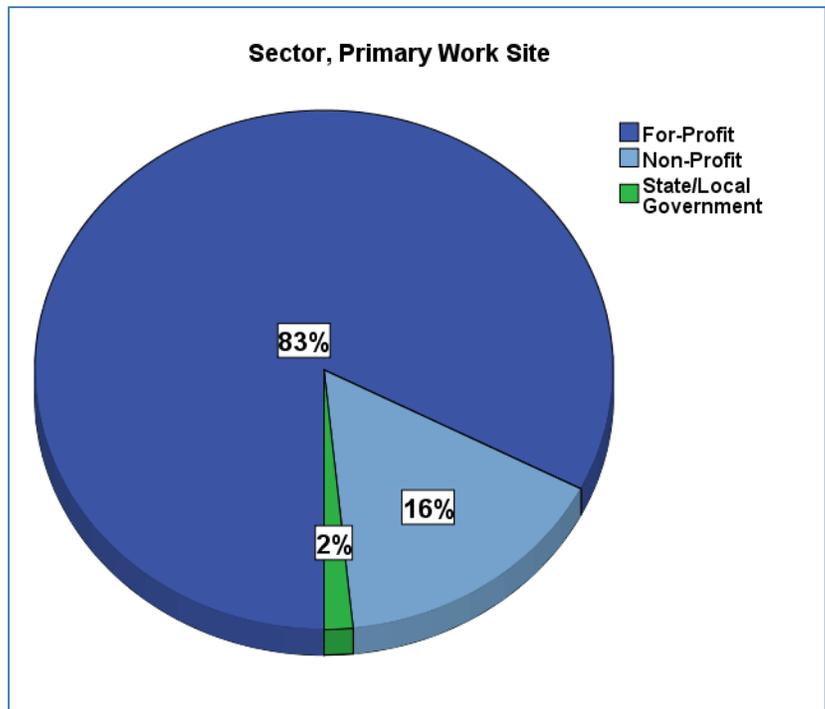
For Profit:	83%
Federal:	0%

Top Establishments

Assisted Living Facility:	72%
Continuing Care	
Retirement Comm.:	4%
Home/Community	
Health Care:	3%

Source: Va. Healthcare Workforce Data Center

Nearly all ALFAs work in the private sector, including 83% who worked at a for-profit establishment.



Source: Va. Healthcare Workforce Data Center

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Assisted Living Facility	441	72%	66	11%
Continuing Care Retirement Community	25	4%	3	0%
Home/Community Health Care	17	3%	13	2%
Skilled Nursing Facility	15	2%	4	1%
Hospice	10	2%	0	0%
Adult Day Care	9	1%	0	0%
Rehabilitation Facility	9	1%	3	0%
Academic Institution	4	1%	4	1%
PACE	1	0%	0	0%
Other Practice Type	27	4%	8	1%
At Least One Establishment	502	82%	91	15%

72% of Virginia's ALFA workforce is employed at an Assisted Living Facility as their primary work location.

Source: Va. Healthcare Workforce Data Center

56% of ALFAs are employed at an independent/stand-alone organization as their primary work location. Another 37% of Virginia's ALFAs are employed at a facility chain organization.

Location Type				
Organization Type	Primary Location		Secondary Location	
	#	%	#	%
Independent/Stand Alone	256	56%	32	44%
Facility Chain	167	37%	32	44%
Hospital-Based	6	1%	3	4%
College or University	4	1%	1	1%
Integrated Health System	1	0%	0	0%
Other	23	5%	5	7%
Total	457	100%	73	100%
Did Not Have Location	8		508	
Item Missing	150		33	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

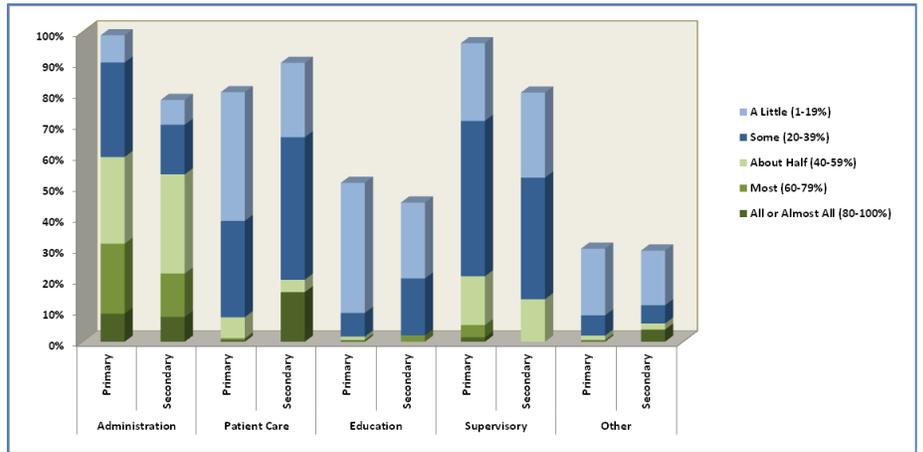
Administration: 40%-49%
 Supervisory: 20%-29%
 Patient Care: 10%-19%
 Education: 1%-9%

Roles

Administration: 32%
 Supervisory: 5%
 Patient Care: 1%
 Education: 1%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



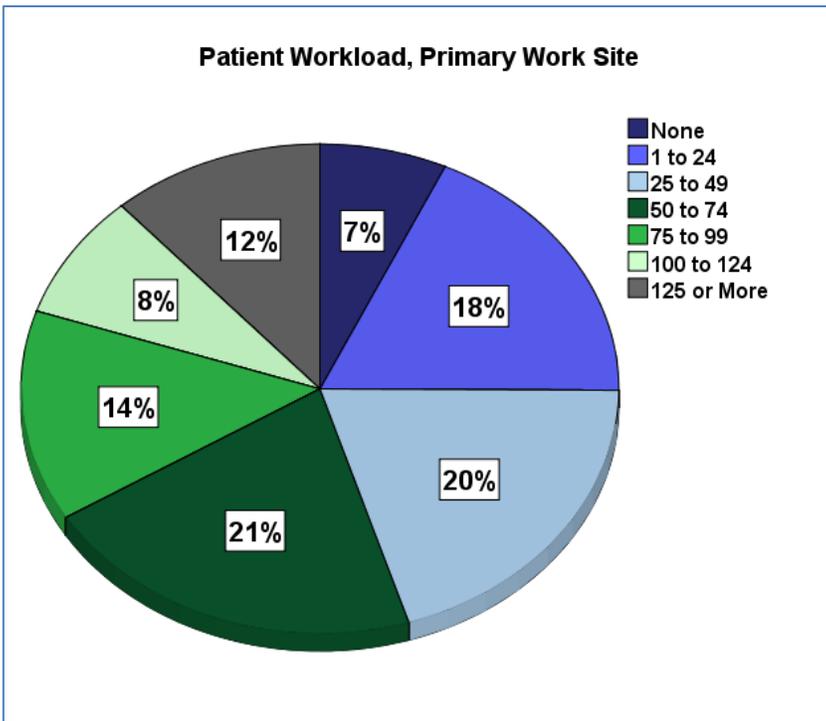
Source: Va. Healthcare Workforce Data Center

A typical ALFA spends nearly half of her time performing administrative tasks. In addition, nearly one-third of ALFAs fill an administrative role, defined as spending 60% or more of their time on administrative activities.

Time Allocation											
Time Spent	Admin.		Patient Care		Education		Supervisory		Other		
	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site	
All or Almost All (80-100%)	9%	8%	1%	16%	0%	0%	1%	0%	0%	4%	
Most (60-79%)	23%	14%	1%	0%	0%	2%	4%	0%	0%	0%	
About Half (40-59%)	28%	31%	7%	4%	1%	0%	16%	14%	1%	2%	
Some (20-39%)	30%	16%	31%	45%	8%	18%	50%	39%	6%	6%	
A Little (1-19%)	9%	8%	41%	24%	42%	24%	25%	27%	21%	18%	
None (0%)	1%	22%	19%	10%	49%	53%	4%	20%	70%	71%	

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

At a Glance:

Patient Workload (Median)

Primary Location: 50-74

Secondary Location: 25-49

Source: Va. Healthcare Workforce Data Center

The typical ALFA is responsible for between 50 and 74 patients at their primary work location. Those ALFAs who also have a secondary work location are typically responsible for an additional 25 to 49 patients.

Patient Workload Responsibility				
# of Patients	Primary Location		Secondary Location	
	#	%	#	%
None	31	7%	11	14%
1-24	81	18%	23	29%
25-49	90	20%	18	23%
50-74	94	21%	14	18%
75-99	62	14%	2	3%
100-124	37	8%	5	6%
125-149	16	4%	3	4%
150-174	9	2%	0	0%
175-199	10	2%	0	0%
200-224	7	2%	1	1%
225-249	0	0%	0	0%
250-274	0	0%	0	0%
275-299	0	0%	0	0%
300 or more	9	2%	0	0%
Total	447	100%	78	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All ALFAs		ALFAs over 50	
	#	%	#	%
Under age 50	8	2%	-	-
50 to 54	4	1%	4	1%
55 to 59	33	7%	14	5%
60 to 64	102	22%	54	20%
65 to 69	168	37%	98	37%
70 to 74	75	16%	56	21%
75 to 79	15	3%	9	3%
80 or over	1	0%	1	0%
I do not intend to retire	51	11%	31	12%
Total	456	100%	267	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All ALFAs

Under 65: 32%
Under 60: 10%

ALFAs 50 and over

Under 65: 27%
Under 60: 7%

Time until Retirement

Within 2 years: 9%
Within 10 years: 33%
Half the workforce: By 2036

Source: Va. Healthcare Workforce Data Center

32% of all ALFAs expect to retire before the age of 65. This number falls to 27% for those ALFAs who are age 50 and over. Meanwhile, 31% of Virginia's ALFA workforce expects to work at least until age 70.

Within the next two years, 12% of ALFAs plan on pursuing additional educational opportunities, and 11% also expect to begin accepting Administrators-in-Training.

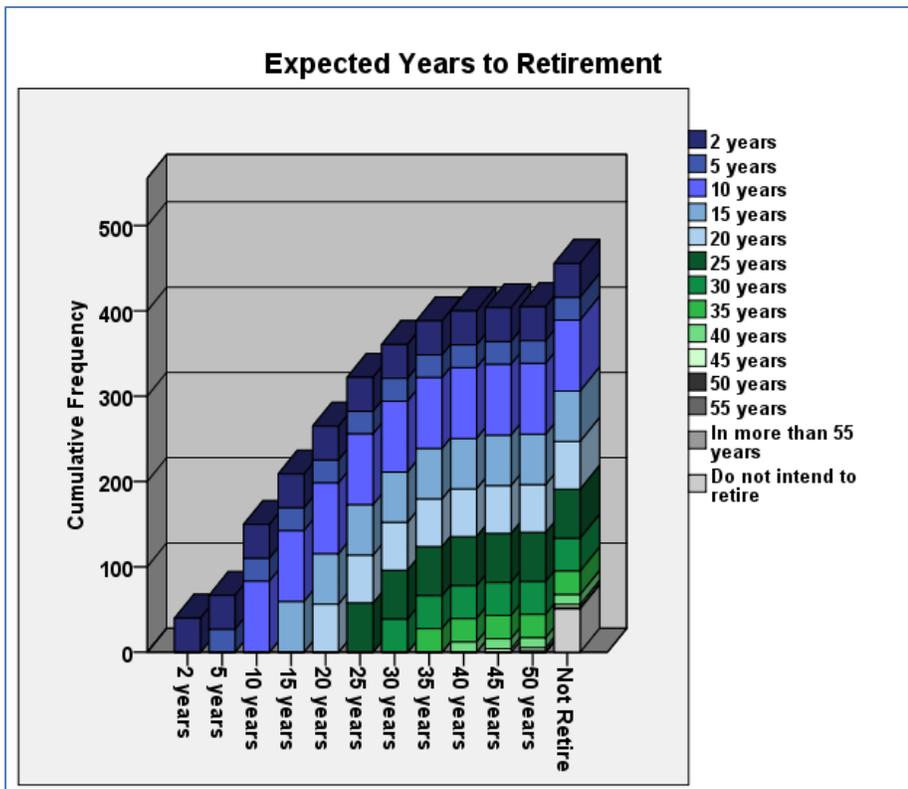
Future Plans		
2 Year Plans:	#	%
Decrease Participation		
Leave Profession	7	1%
Leave Virginia	33	5%
Decrease Patient Care Hours	46	7%
Decrease Teaching Hours	3	0%
Cease Accepting Trainees	6	1%
Increase Participation		
Increase Patient Care Hours	32	5%
Increase Teaching Hours	17	3%
Pursue Additional Education	75	12%
Return to the Workforce	4	1%
Begin Accepting Trainees	65	11%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for ALFAs. While only 9% of ALFAs expect to retire in the next two years, 33% expect to retire within the next decade. More than half of the current ALFA workforce expects to retire by 2036.

Time to Retirement			
Expect to retire within. . .	#	%	Cumulative %
2 years	40	9%	9%
5 years	27	6%	15%
10 years	83	18%	33%
15 years	59	13%	46%
20 years	56	12%	58%
25 years	57	13%	71%
30 years	39	9%	79%
35 years	27	6%	85%
40 years	12	3%	88%
45 years	4	1%	89%
50 years	1	0%	89%
55 years	0	0%	89%
In more than 55 years	0	0%	89%
Do not intend to retire	51	11%	100%
Total	456	100%	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirements will begin to reach over 10% of the current workforce every five years by 2026. Retirements will peak at 18% of the current workforce around the same time before declining to under 10% again around 2046.

At a Glance:

FTEs

Total: 712
 FTEs/1,000 Residents: .086
 Average: 1.17

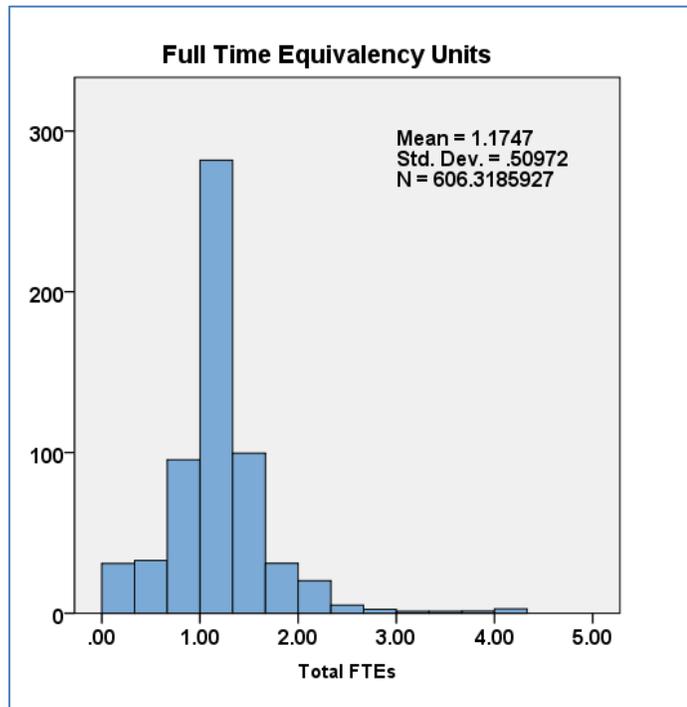
Age & Gender Effect

Age, Partial Eta²: Small
 Gender, Partial Eta²: Negligible

Partial Eta² Explained:
 Partial Eta² is a statistical measure of effect size.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

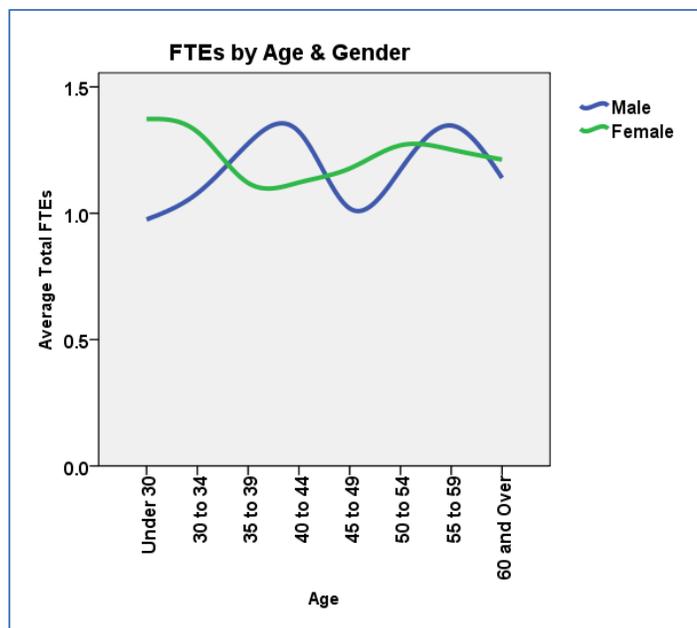


Source: Va. Healthcare Workforce Data Center

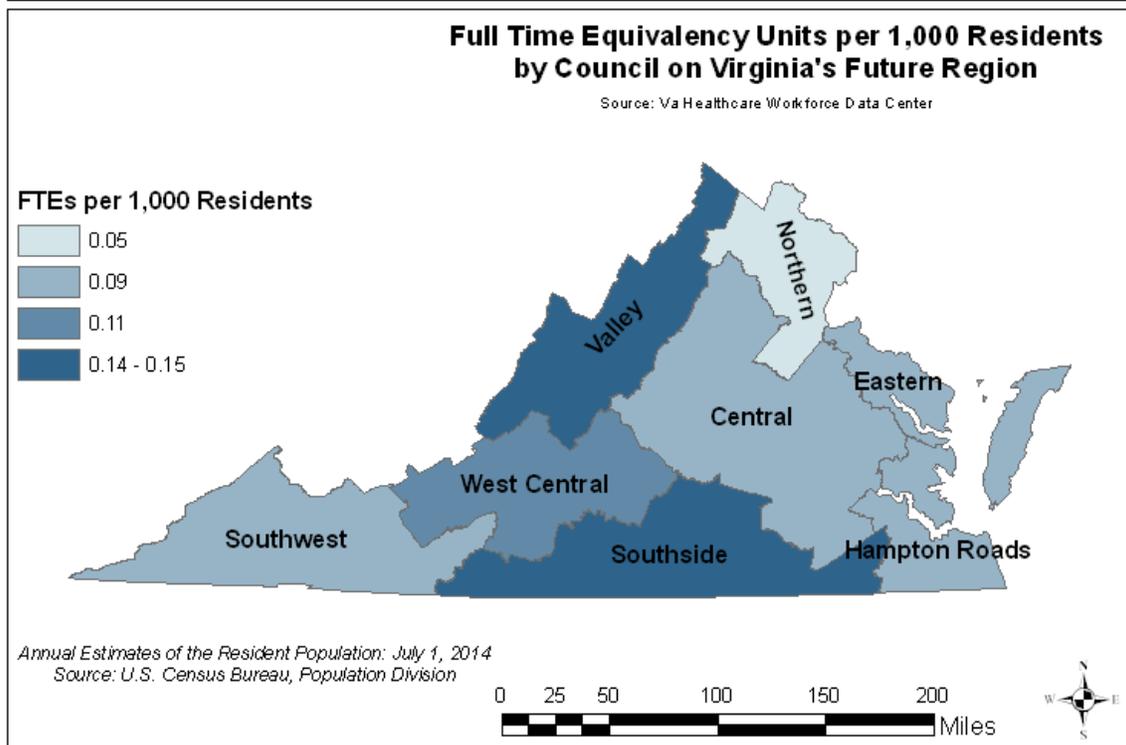
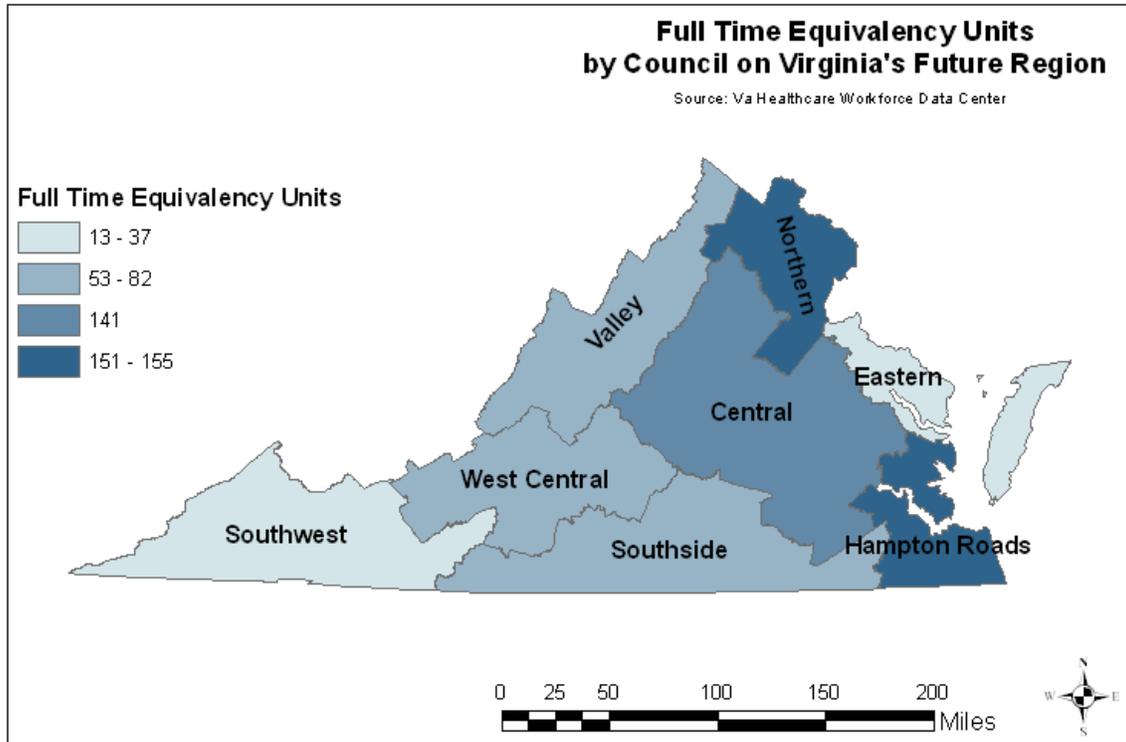
The typical ALFA provided 1.10 FTEs in the past year, or approximately 44 hours per week for 50 weeks. Statistical tests do not indicate that FTEs vary by age or gender.

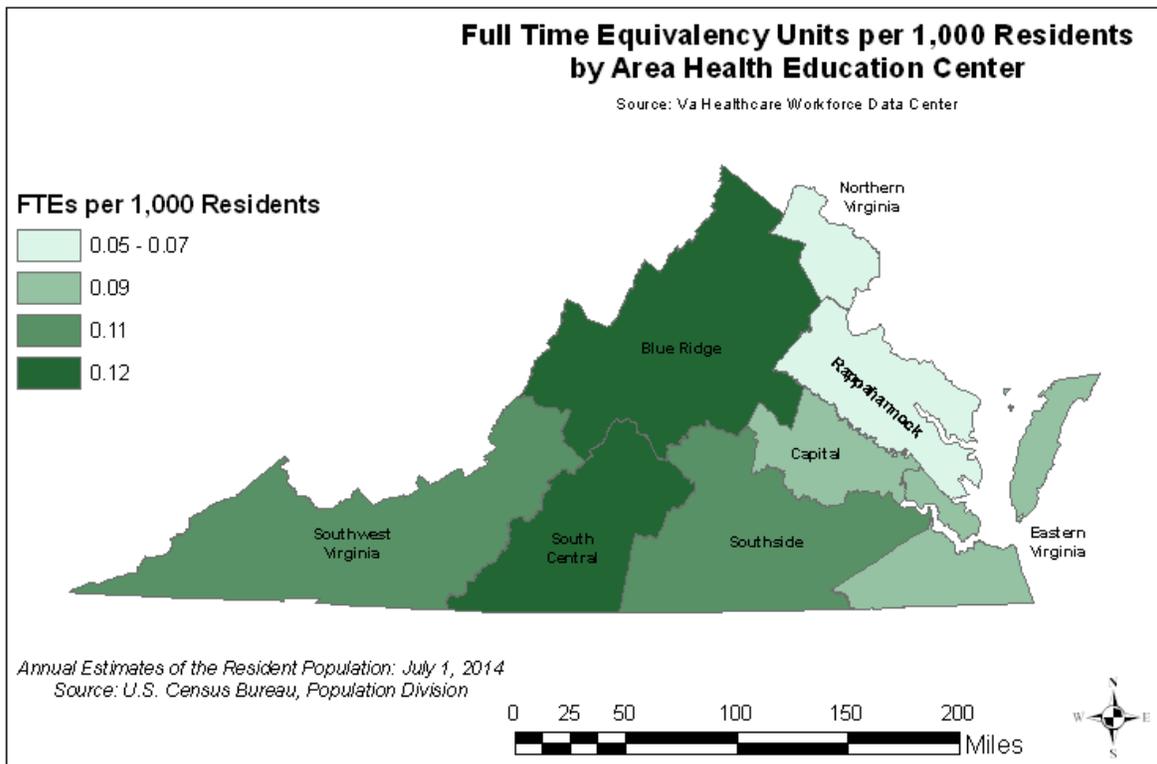
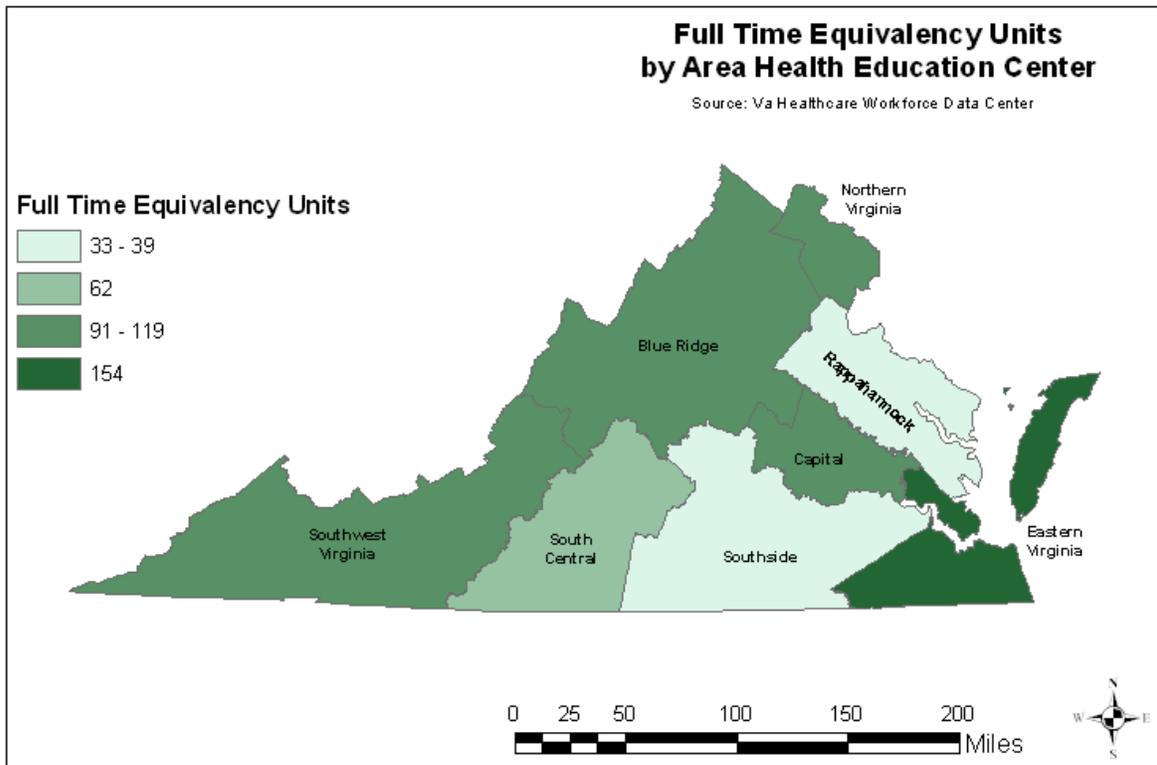
Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 30	1.13	1.05
30 to 34	1.27	1.18
35 to 39	1.11	1.09
40 to 44	1.13	1.12
45 to 49	1.09	1.14
50 to 54	1.23	1.22
55 to 59	1.24	1.18
60 and Over	1.16	1.09
Gender		
Male	1.17	1.15
Female	1.21	1.18

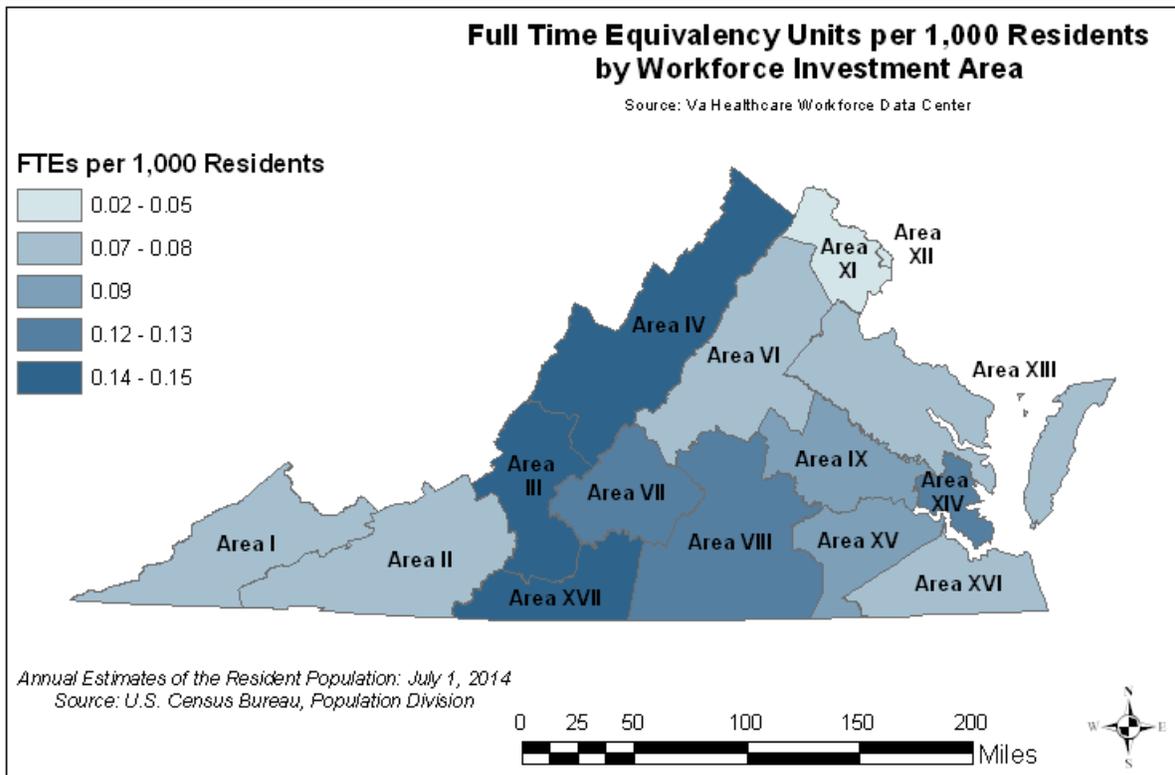
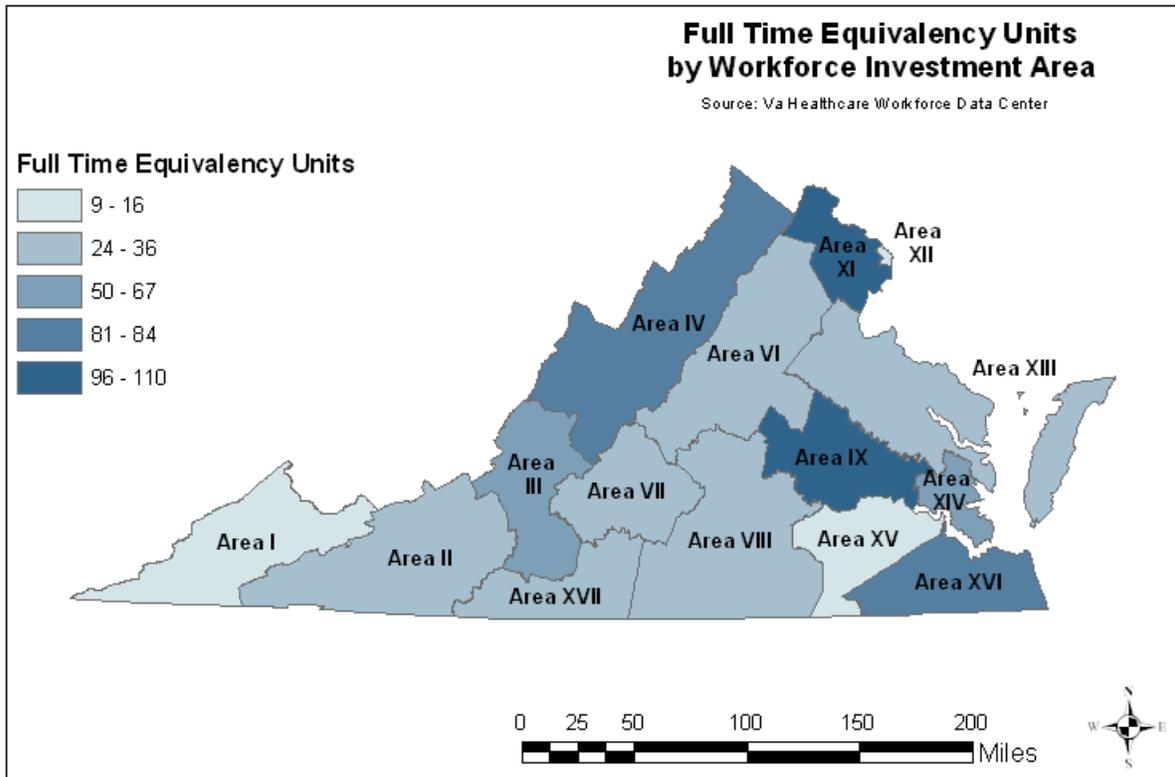
Source: Va. Healthcare Workforce Data Center

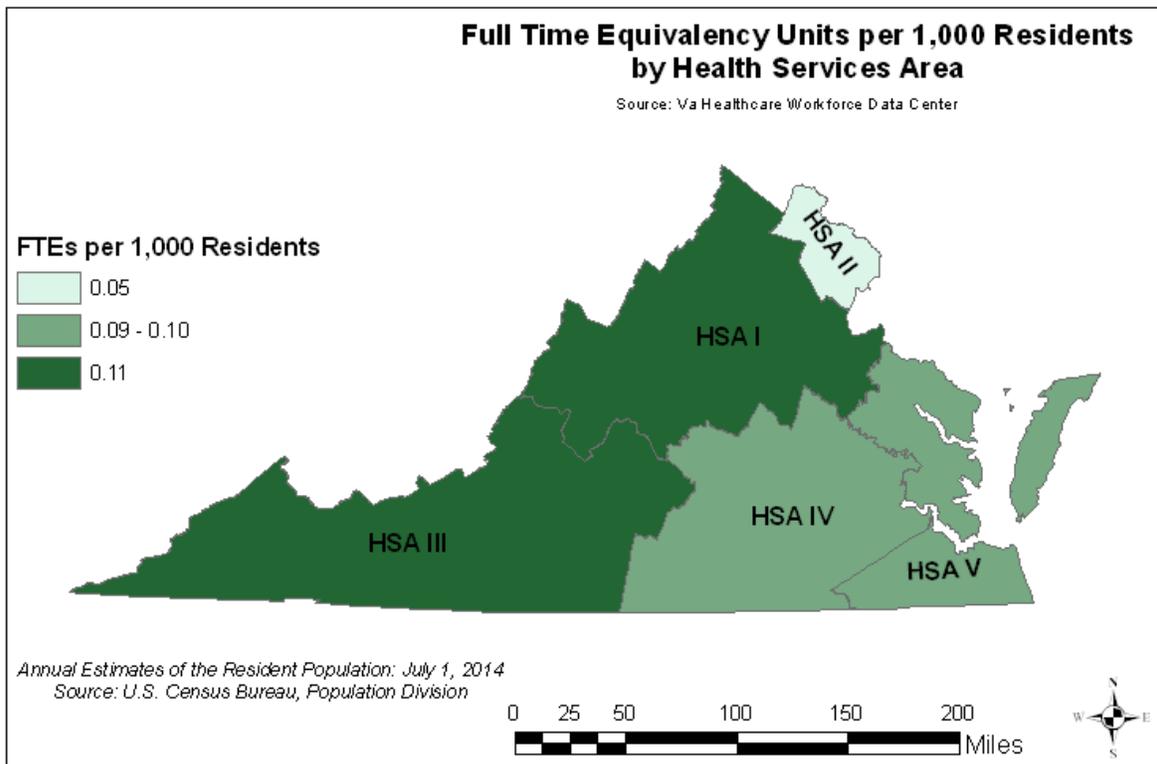
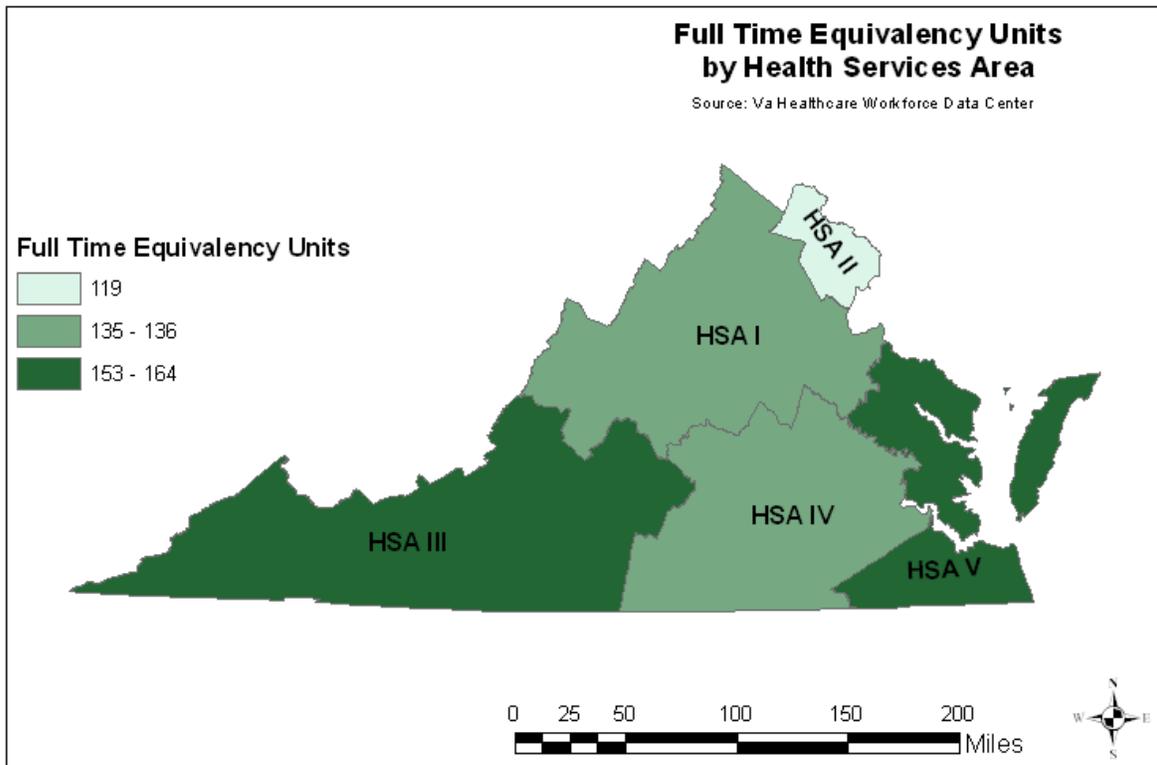


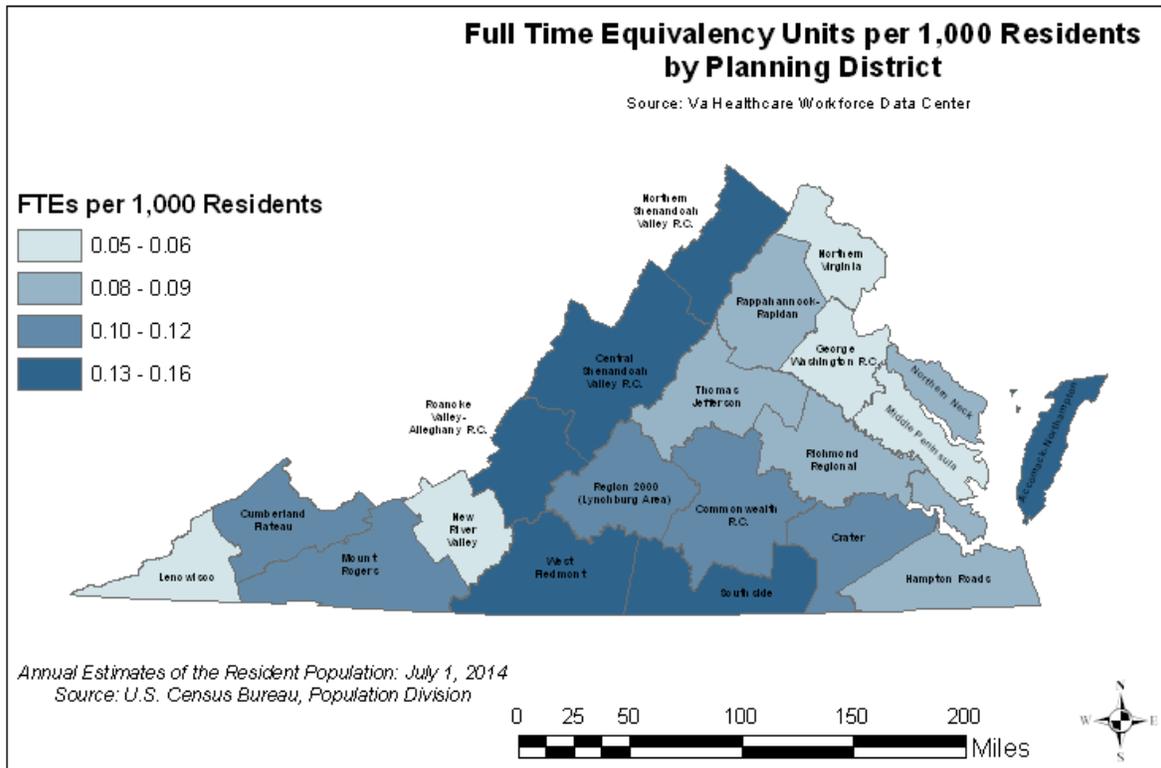
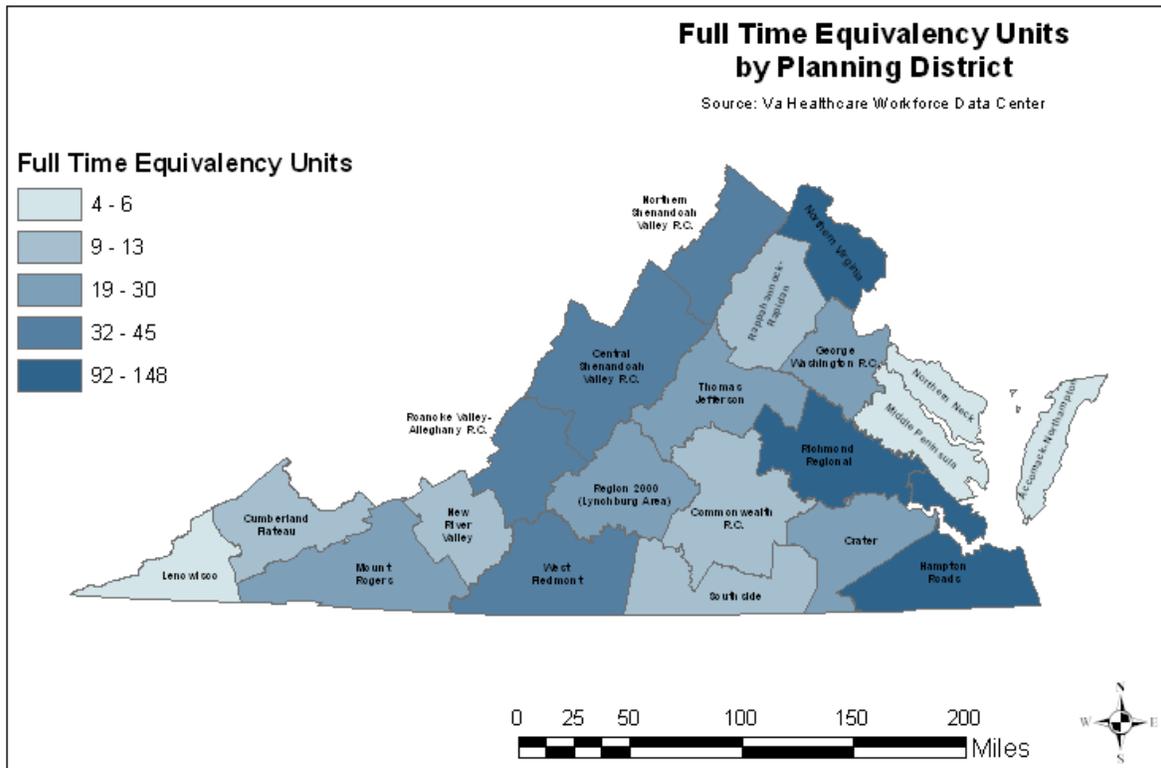
Source: Va. Healthcare Workforce Data Center











Appendices

Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	363	77.69%	1.287234	1.20637	1.37148
Metro, 250,000 to 1 million	61	73.77%	1.355556	1.2704	1.44427
Metro, 250,000 or less	65	83.08%	1.203704	1.12809	1.28248
Urban pop 20,000+, Metro adj	16	75.00%	1.333333	1.24958	1.42059
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	50	80.00%	1.25	1.17148	1.3318
Urban pop, 2,500-19,999, nonadj	29	75.86%	1.318182	1.23538	1.40445
Rural, Metro adj	13	76.92%	1.3	1.22483	1.38508
Rural, nonadj	6	66.67%	1.5	1.41327	1.59817
Virginia border state/DC	30	66.67%	1.5	1.41327	1.59817
Other US State	10	60.00%	1.666667	1.56197	1.77574

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	16	81.25%	1.230769	1.14049	1.42122
30 to 34	40	72.50%	1.37931	1.27813	1.59275
35 to 39	52	78.85%	1.268293	1.17526	1.62728
40 to 44	80	72.50%	1.37931	1.27813	1.76972
45 to 49	82	81.71%	1.223881	1.1341	1.5703
50 to 54	88	79.55%	1.257143	1.16493	1.61298
55 to 59	112	82.14%	1.217391	1.12809	1.56197
60 and Over	173	72.25%	1.384	1.28248	1.77574

See the Methods section on the HWDC website for details on HWDC Methods: www.dhp.virginia.gov/hwdc/

Final weights are calculated by multiplying the two weights and the overall response rate:

$$\text{Age Weight} \times \text{Rural Weight} \times \text{Response Rate} = \text{Final Weight.}$$

Overall Response Rate: 0.769829

